# 73rd MORSS CD Cover Page

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TRAINING
TRANSFORMATION

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# Transforming DoD Training
## *Observations, Direction, Challenges*

*MORSS – WG 22*
*21 June 2005*

**Fred Hartman**
**Director JAEC, OUSD(P&R)**

# *Today's Security Environment*

- **Dynamic, complex security environment**
  - **World of uncertainty and surprise**

- **Adaptive enemies**
  - **Employ asymmetric approaches**

- **Non-traditional environments**

- **Skill set: war fighter - diplomat**



Defend at Home

| Lesser Contingency | Deter Forward | Deter Forward | Deter Forward | Deter Forward | Lesser Contingency |
|---|---|---|---|---|---|

Swiftly Defeat | Swiftly Defeat

Win Decisively
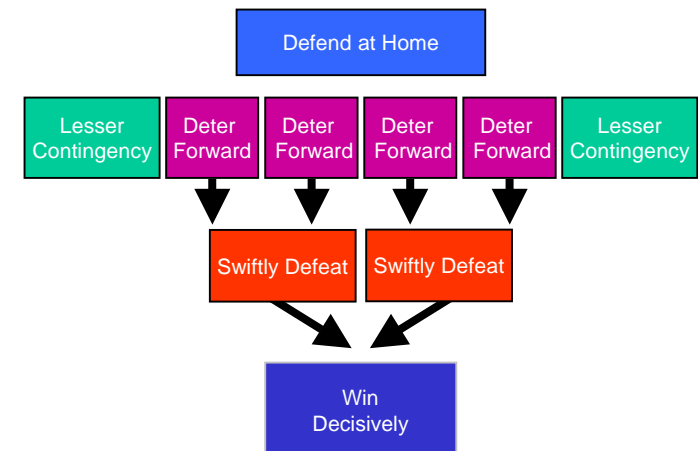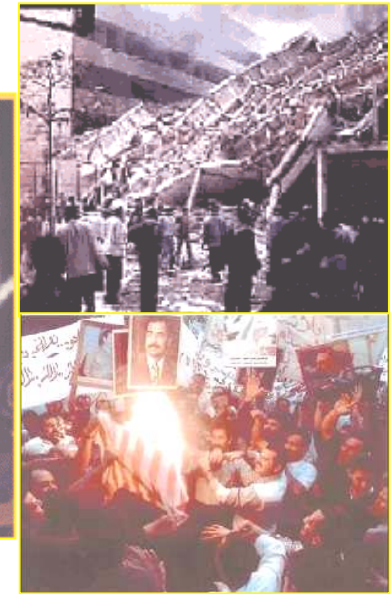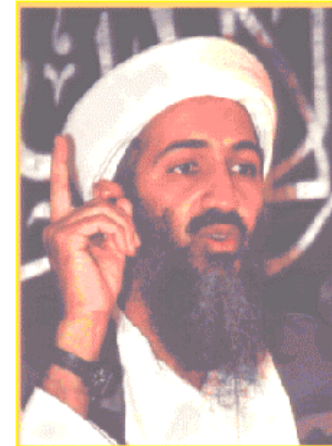
The Learning Challenge:
Joint Distributed Operations
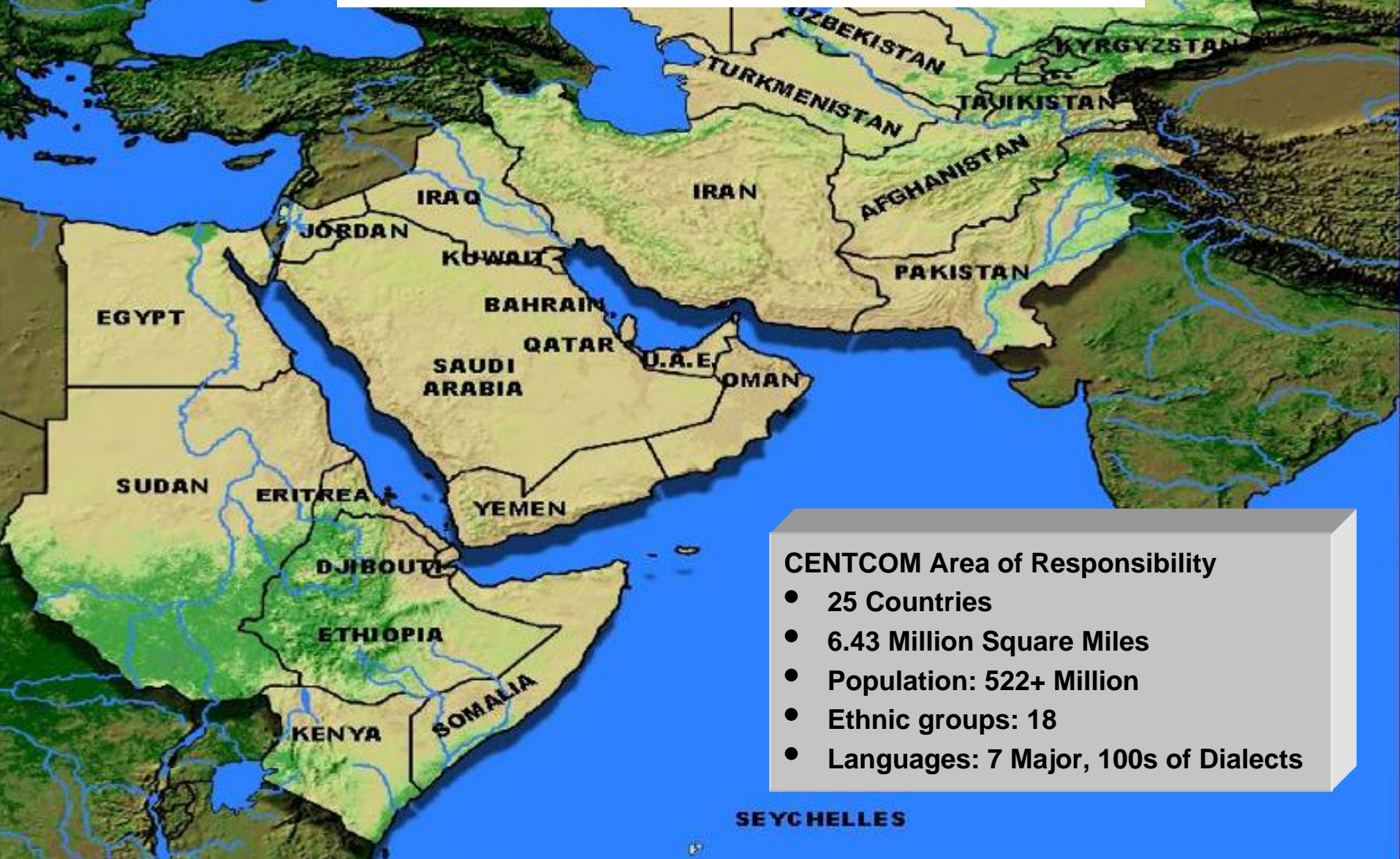
CENTCOM Area of Responsibility
- 25 Countries
- 6.43 Million Square Miles
- Population: 522+ Million
- Ethnic groups: 18
- Languages: 7 Major, 100s of Dialects

# *Department of Defense Priorities*

- **Successfully Pursue the Global War on Terrorism**

- **Strengthen Combined / Joint Warfighting Capabilities**

- **Transform the Joint Force**

- **Optimize Intelligence Capabilities**

- **Counter Proliferation of WMD**

- **Improve Force Manning**

- **New Concepts of Global Engagement**

- **Homeland Security**

- **Further Streamline DoD Processes**

- **Reorganize DoD and the USG to Deal with Pre-War Opportunities and Post-War Responsibilities**

> **"The centerpiece of our training transformation effort will be the Joint National Training Capability."**
> **Deputy Secretary of Defense Paul Wolfowitz, 9 April 2002**

# *Training Transformation Vision and Capabilities*

Provide dynamic, capabilities-based training for the Department of Defense in support of national security requirements across the full spectrum of service, joint, interagency, intergovernmental, and multinational operations.

**Create Dynamic, Global Knowledge Network**

**Build Live, Virtual, Constructive (LVC) Training Environment**

**Establish Performance Assessment Architecture**

# *Joint Knowledge Development & Distribution Capability (JKDDC)*

**Mission Statement:** Preparing Warriors Individually through Development and Distribution of Joint Knowledge

**Customers:** COCOMs; Military (Active and Reserve Components); Civilian DoD Personnel, and DoD Agencies; Interagency, Intergovernmental, and Multinational Organizations

**Priorities:**

- Courseware—Web-based Training, Computer Based Training

- Services—Digital Libraries, Courseware Repositories

- Global distribution environment

- Advanced Concepts—JKDDC Technology Lab, Knowledge Reachback, Online Gaming

- Tools—Job Performance Aids; Decision Aids

# ADL Vision

Provide access to the highest quality education and training, tailored to individual needs, delivered cost effectively, anywhere and anytime.
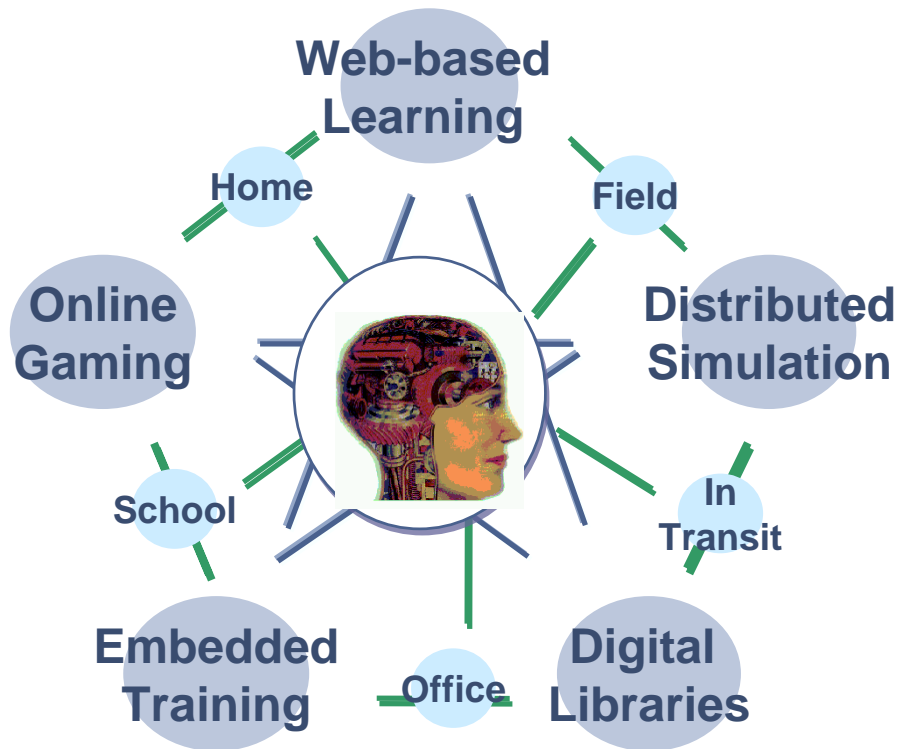


## A Digital Learning World

- **Learning Technologies, plus . . .**
- **Distributed Simulation**
- **Job Performance Aids**
- **Massive Multiplayer Online Games**
- **Integrated Learning Environments**
- **Content Object Repository**

  **Discovery & Registration Architecture**

## *Performance Enhancement*

# *Build on Success*

| 1st Training Transformation Major Training Centers | 2nd Training Transformation Joint National Training Capability |
|---|---|
| **Realistic Combat Training** | • **Joint context - horizontal / vertical**<br>• **Employs joint doctrine / tactics / techniques**<br>• **Live training with simulation / stimulation**<br>• **Mission rehearsal implications**<br>• **Realistic information ops and C4ISR**<br>• **Potentially deployable / distributable** |
| **Credible Opposing Forces** | • **Multi-dimensional peer adversary**<br>• **Asymmetric challenges**<br>• **Diverse targets / threats** |
| **Common Ground Truth** | • **Integrated range instrumentation**<br>• **Joint Observer / Trainers**<br>• **Certified, accredited** |
| **High Quality Feedback** | • **Focus on joint performance outcomes**<br>• **Ability to assess concepts and doctrine**<br>• **Feeds joint lessons learned**<br>• **Promotes Joint Training System use** |

**We Fight as a Joint Team - We Should Train in a Joint Context**

# *Joint National Training Capability (JNTC)*

**Mission:** The Joint National Training Capability will continuously improve the ability of U.S. military, federal agencies, and multinational forces to fight effectively as a Joint and combined team.

**Customers:** Combatant Commands (COCOMs); Military (Active and Reserve); Civilian DoD Personnel and DoD Agencies; Interagency, Intergovernmental and Multinational Organizations

**Priorities:**

- Improve management and coordination of joint training resources;

- Fully implement the Joint Training System Applications and provide means to develop improvements in DoD warfighting capabilities;

- Embed the proper joint context into Service training tasks;

- Provide opposition forces and realistic threat systems;

- Create persistent global joint training infrastructure;

- Provide live, virtual, and constructive (LVC) environment for joint training events;

- Lead development of advanced training technologies providing joint functionality interfaces and interoperability; and

- Coordinate and integrate activities with other capabilities of training transformation.

# *Joint Assessment and Enabling Capability (JAEC)*

**Mission:**  Ensure the systematic assessment of joint training and the effect from Training Transformation; provide enabling tools and procedures to JKDDC and JNTC to enhance joint force readiness

**Customers:**  COCOMs; OSD; Joint Staff; JMOs; Military Services; Interagency; Coalition Partners

**Priorities:**
- Dynamic Joint Training System — next Generation Assessment Tools and Metrics
- Robust Joint Lessons Learned Capability
- System that Tracks Joint Qualifications and Experience
- Linkage of Joint Training Outcomes to Readiness
- New Joint Mission Essential Tasks for Interagency and Coalition
- New Training Assessment Guidelines / Policies
- Joint Training System Enterprise Architecture
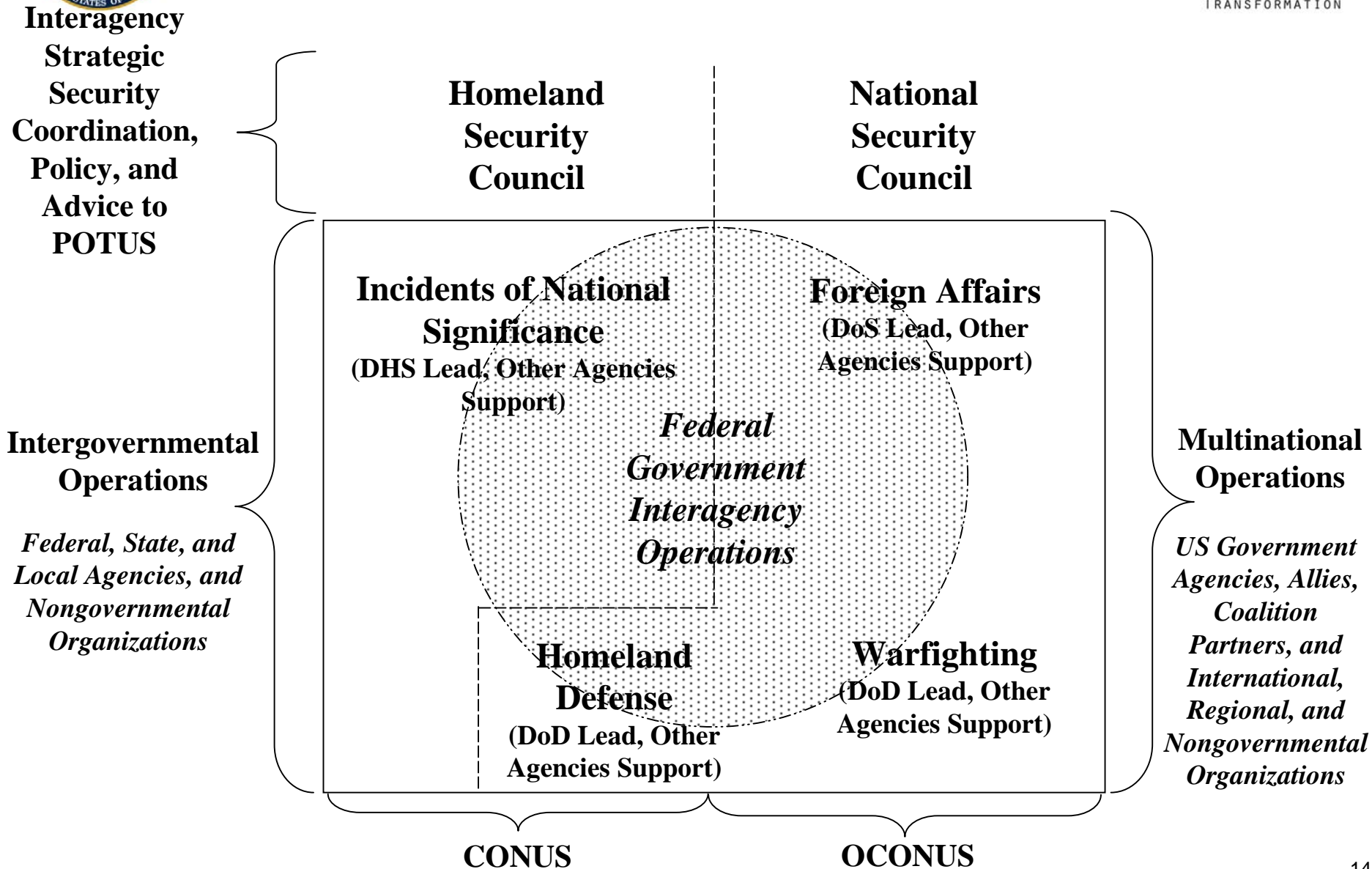- T2 Block Assessments and Recommendations

## TIM2 End State

Individuals, organizations, and staffs are educated and trained for broader, more inclusive joint operations with all of the TIM2 community and are prepared to execute capabilities/tasks before required to do so in an actual situation.

# Federal Government Interagency Operations
## (Cabinet-level Interagency View)

**Interagency Strategic Security Coordination, Policy, and Advice to POTUS**

**Homeland Security Council**

**National Security Council**

**Intergovernmental Operations**

*Federal, State, and Local Agencies, and Nongovernmental Organizations*

**Incidents of National Significance**
**(DHS Lead, Other Agencies Support)**

**Foreign Affairs**
**(DoS Lead, Other Agencies Support)**

*Federal Government Interagency Operations*

**Homeland Defense**
**(DoD Lead, Other Agencies Support)**

**Warfighting**
**(DoD Lead, Other Agencies Support)**

**Multinational Operations**

*US Government Agencies, Allies, Coalition Partners, and International, Regional, and Nongovernmental Organizations*

**CONUS**

**OCONUS**

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# *Need Your Continued Contributions*

- **WG 22 Stood up in Mid 90's to pull together Training and Analysis communities**

- **Initially had much more uniformed involvement from Joint Staff and Services**

- **Not just about Joint Training, but about Training**

- **Really about Learning Continuum**

- **It is important for the Analytic community to continue to support T2….**

# TRAINING TRANSFORMATION

"Transforming is about more than developing new strategies and structures -- it is about changing culture, about encouraging new ways of thinking so that we can develop new ways of fighting and provide our armed forces the tools they need to defend our way of life."

**Donald H. Rumsfeld**
Secretary of Defense

"Transformation is not an easy business. It takes time, it takes a lot of partnering...and it requires a lot of work and coordination among the Services, agencies, combatant commands, and civilian organizations, inside and outside the Department of Defense."

**Admiral Edmund P. Giambastiani, Jr.**
Supreme Allied Commander for Transformation

"The strategic environment has changed and the United States military must change also."

**Dr. Paul Mayberry**
Deputy Under Secretary of Defense for Readiness

**For additional information on Transforming DoD Training**
www.T2net.org